

Révision 2014-04-01 (4.25%)

(0.5% mis en œuvre précédemment, arrondi au plus proche
10.00\$ + 0.75% mis en œuvre précédemment, arrondi au
plus proche 10.00\$)

Échelle salariale niveau 1 à 11

Date de signature : 19 Octobre 2017

NIVEAU	MIN	MAX	5%
1	\$32,320	\$36,660	\$1,833.00
2	\$37,760	\$45,990	\$2,299.50
3	\$41,510	\$50,500	\$2,525.00
4	\$46,500	\$56,570	\$2,828.50
5	\$52,060	\$63,340	\$3,167.00
6	\$58,820	\$71,560	\$3,578.00
7	\$66,450	\$80,850	\$4,042.50
8	\$75,520	\$91,880	\$4,594.00
9	\$85,680	\$104,290	\$5,214.50
10	\$96,040	\$115,660	\$5,783.00
11	\$106,980	\$128,380	\$6,419.00

Révision 2015-04-01 (4.25%)

(0.5% mis en œuvre précédemment, arrondi au plus proche 10.00\$ + 0.75% mis en œuvre précédemment, arrondi au plus proche 10.00\$)

Échelle salariale niveau 1 à 11

Date de signature : 19 Octobre 2017

NIVEAU	MIN	MAX	5%
1	\$32,740	\$37,130	\$1,856.50
2	\$38,240	\$46,570	\$2,328.50
3	\$42,040	\$51,150	\$2,557.50
4	\$47,100	\$57,290	\$2,864.50
5	\$52,730	\$64,140	\$3,207.00
6	\$59,570	\$72,460	\$3,623.00
7	\$67,300	\$81,870	\$4,093.50
8	\$76,470	\$93,040	\$4,652.00
9	\$86,760	\$105,610	\$5,280.50
10	\$97,260	\$117,120	\$5,856.00
11	\$108,330	\$130,000	\$6,500.00

Révision 2016-04-01 (1.75%) *

(0.5% ajustement des salaires + 1.25%)

arrondi au plus proche 10.00\$

Échelle salariale niveau 1 à 11

Date de signature : 19 Octobre 2017

NIVEAU	MIN	MAX	5%
1	\$33,320	\$37,790	\$1,889.50
2	\$38,920	\$47,390	\$2,369.50
3	\$42,780	\$52,050	\$2,502.50
4	\$47,930	\$58,300	\$2,915.00
5	\$53,660	\$65,270	\$3,263.50
6	\$60,620	\$73,740	\$3,687.00
7	\$68,490	\$83,310	\$4,165.50
8	\$77,820	\$94,680	\$4,734.00
9	\$88,290	\$107,470	\$5,373.50
10	\$98,970	\$119,180	\$5,959.00
11	\$110,240	\$132,290	\$6,614.50

***calculé du système PHENIX 1.7563%**

PROCESSED UNDER THE
PROVISIONS OF THE PRIVACY ACT AND/OR
ACCESS TO INFORMATION ACT
« RÉVISÉ EN VERTU DE LA LOI SUR LA
PROTECTION DES RENSEIGNEMENTS PERSONNELS
ET/OU DE LA LOI SUR L'ACCÈS À L'INFORMATION »

Revision 2017-04-01 (1.25%)

Échelle salariale niveau 1 à 11

Date de signature : 19 Octobre 2017

NIVEAU	MIN	MAX	5%
1	\$33,740	\$38,270	\$1,913.50
2	\$39,410	\$47,990	\$2,399.50
3	\$43,320	\$52,710	\$2,635.50
4	\$48,530	\$59,030	\$2,951.50
5	\$54,340	\$66,090	\$3,304.50
6	\$61,380	\$74,670	\$3,733.50
7	\$69,350	\$84,360	\$4,218.00
8	\$78,800	\$95,870	\$4,793.50
9	\$89,400	\$108,820	\$5,441.00
10	\$100,210	\$120,670	\$6,033.50
11	\$111,620	\$133,950	\$6,697.50

PROCESSED UNDER THE
PROVISIONS OF THE PRIVACY ACT AND/OR
ACCESS TO INFORMATION ACT
« RÉVISÉ EN VERTU DE LA LOI SUR LA
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Revision - 2013.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2013-04-01

INCREASE OF 2.0%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

LEVEL	MINIMUM	MAXIMUM	5%
1	31,910	36,190	1809.50
2	37,280	45,410	2270.50
3	40,990	49,870	2493.50
4	45,920	55,860	2793.00
5	51,410	62,540	3127.00
6	58,080	70,660	3533.00
7	65,620	79,840	3992.00
8	74,570	90,730	4536.50
9	84,610	102,990	5149.50
10	94,840	114,210	5710.50
11 Specialist	105,650	126,780	6339.00

Authority Signing Date: September 26, 2011

Revision - 2012.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2012-04-01

INCREASE OF 1.5%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

LEVEL	MINIMUM	MAXIMUM	5%
1	31,280	35,480	1774.00
2	36,540	44,510	2225.50
3	40,180	48,890	2444.50
4	45,010	54,760	2738.00
5	50,400	61,310	3065.50
6	56,940	69,270	3463.50
7	64,330	78,270	3913.50
8	73,100	88,950	4447.50
9	82,950	100,970	5048.50
10	92,980	111,970	5598.50
11 Specialist	103,570	124,290	6214.50

Authority Signing Date: September 26, 2011

Revision - 2011.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2011-04-01

INCREASE OF 1.75%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

LEVEL	MINIMUM	MAXIMUM	5%
1	30,810	34,950	1747.50
2	36,000	43,850	2192.50
3	39,580	48,160	2408.00
4	44,340	53,950	2697.50
5	49,650	60,400	3020.00
6	56,090	68,240	3412.00
7	63,370	77,110	3855.50
8	72,010	87,630	4381.50
9	81,720	99,470	4973.50
10	91,600	110,310	5515.50
11 Specialist	102,030	122,450	6122.50

Authority Signing Date: September 26, 2011

PROCESSED UNDER THE
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Revision - 2010.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2010-04-01

INCREASE OF 1.5%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

RATE BASE "5"

LEVEL	MINIMUM	MAXIMUM	5%
1	30,280	34,340	1717.00
2	35,380	43,090	2154.50
3	38,890	47,330	2366.50
4	43,570	53,020	2651.00
5	48,790	59,360	2968.00
6	55,120	67,060	3353.00
7	62,280	75,780	3789.00
8	70,770	86,120	4306.00
9	80,310	97,750	4887.50
10	90,020	108,410	5420.50
11 Specialist	100,270	120,340	6017.00

Authority Signing Date: December 16, 2008

Revision - 2009.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2009-04-01

INCREASE OF 1.5%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

RATE BASE "5"

LEVEL	MINIMUM	MAXIMUM	5%
1	29,830	33,830	1691.50
2	34,850	42,450	2122.50
3	38,310	46,630	2331.50
4	42,920	52,230	2611.50
5	48,060	58,480	2924.00
6	54,300	66,060	3303.00
7	61,350	74,660	3733.00
8	69,720	84,840	4242.00
9	79,120	96,300	4815.00
10	88,680	106,800	5340.00
11 Specialist	98,780	118,560	5928.00

Authority Signing Date: December 16, 2008

Revision - 2008.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2008-04-01

INCREASE OF 1.5%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

RATE BASE "5"

LEVEL	MINIMUM	MAXIMUM	5%
1	29,380	33,330	1666.50
2	34,330	41,820	2091.00
3	37,740	45,940	2297.00
4	42,280	51,450	2572.50
5	47,340	57,610	2880.50
6	53,490	65,080	3254.00
7	60,440	73,550	3677.50
8	68,680	83,580	4179.00
9	77,950	94,870	4743.50
10	87,360	105,220	5261.00
11 Specialist	97,320	116,800	5840.00

Authority Signing Date: December 16, 2008

Revision - 2007.04.01

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE: 2007-04-01

INCREASE OF 2.0%

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

RATE BASE "5"

LEVEL	MINIMUM	MAXIMUM	5%
1	28,940	32,830	1641.50
2	33,820	41,200	2060.00
3	37,180	45,260	2263.00
4	41,650	50,680	2534.00
5	46,640	56,750	2837.50
6	52,690	64,110	3205.50
7	59,540	72,460	3623.00
8	67,660	82,340	4117.00
9	76,790	93,460	4673.00
10	86,060	103,660	5183.00
11 Specialist	95,880	115,070	5753.50

Authority Signing Date: January 18th, 2007

SALARY RESTRUCTURE

PAY RATES BY LEVELS - MINIMUM / MAXIMUM

FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2006-04-01

LEVEL 1 TO 11 INCLUSIVELY / Bud Code: 96800

RATE BASE "5"

LEVEL	MINIMUM	MAXIMUM	5%	Percentage
1	28,730	32,180	1,609.00	1.0
2	33,150	40,390	2,019.50	1.0
3	36,450	44,370	2,218.50	1.0
4	40,830	49,680	2,484.00	1.0
5	45,720	55,630	2,781.50	4.6
6	51,650	62,850	3,142.50	4.6
7	58,370	71,030	3,551.50	3.7
8	66,330	80,720	4,036.00	2.9
9	75,280	91,620	4,581.00	1.8
10	84,370	101,620	5,081.00	2.8
11 Specialist	94,000	112,810	5,640.50	1.9

Authority Signing Date: JANUARY 18TH, 2007

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE 2005-04-01

INCREASE OF 2.65%

Authority Signing Date: April 18, 2005

LEVEL 1 TO 10 INCLUSIVELY Bud Code 96800

RATE BASE "5"

LEVEL	MINIMUM	MAXIMUM	5%
1	27,390	31,080	1,554.00
2	32,010	39,010	1,950.50
3	35,200	42,850	2,142.50
4	39,430	47,980	2,399.00
5	41,520	51,880	2,594.00
6	46,920	58,610	2,930.50
7	53,470	66,810	3,340.50
8	61,200	76,520	3,826.00
9	70,090	87,800	4,390.00
10	82,310	96,430	4,821.50

LEVEL 70 TO 75 INCLUSIVELY Bud Code 96801

RATE BASE "0"

PAY RATES - LOCK -STEP

CS 70	CS 71	CS 72	CS 73	CS 74	CS 75
41,520	45,970	50,200	55,230	60,750	66,810

PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2004-04-01

INCREASE OF 2%

BUD CODE 96800: Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	26,680	30,270	1,513.50
2	31,180	38,000	1,900.00
3	34,290	41,740	2,087.00
4	38,410	46,740	2,337.00
5	40,440	50,540	2,527.00
6	45,700	57,090	2,854.50
7	52,080	65,080	3,254.00
8	59,620	74,540	3,727.00
9	68,280	85,530	4,276.50
10	80,180	93,940	4,697.00

Authority Signing Date: July 23, 2004

PAY RATES - LOCK-STEP

BUD CODE 96801

CS 70

40,440

CS 71

44,180

CS 72

48,900

CS 73

53,800

CS 74

59,180

CS 75

65,080

PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2003-04-01

INCREASE OF 2.5%

BUD CODE 96800:Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	26,150	29,670	1,483.50
2	30,560	37,250	1,862.50
3	33,610	40,920	2,046.00
4	37,650	45,820	2,291.00
5	39,640	49,540	2,477.00
6	44,800	55,970	2,798.50
7	51,050	63,800	3,190.00
8	58,450	73,070	3,653.50
9	66,940	83,850	4,192.50
10	78,600	92,090	4,604.50

Authority Signing Date: July 9 , 2003

PAY RATES - LOCK-STEP

BUD CODE 96801

CS 70

39,640

CS 71

43,900

CS 72

47,940

CS 73

52,740

CS 74

58,010

CS 75

63,800

Rate base 5

PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2002-04-01

INCREASE OF 4%

BUD CODE 96800:Level 01 to 10 inclusively

Authority Signing Date: April 26, 2002

LEVEL	MINIMUM	MAXIMUM	5%
1	25,510	28,940	1,447.00
2	29,810	36,340	1,817.00
3	32,790	39,920	1,996.00
4	36,730	44,700	2,235.00
5	38,670	48,330	2,416.50
6	43,700	54,600	2,730.00
7	49,800	62,240	3,112.00
8	57,020	71,280	3,564.00
9	65,300	81,800	4,090.00
10	76,680	89,840	4,492.00

26-4-02

"PROCESSED UNDER THE
PROVISIONS OF THE PRIVACY ACT AND/OR
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" RÉVISÉ EN VERTU DE LA LOI SUR LA
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PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2002-04-01

INCREASE OF 4%

BUD CODE 96800:Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	25,510	28,940	1,447.00
2	29,810	36,340	1,817.00
3	32,790	39,920	1,996.00
4	36,730	44,700	2,235.00
5	38,670	48,330	2,416.50
6	43,700	54,600	2,730.00
7	49,800	62,240	3,112.00
8	57,020	71,280	3,564.00
9	65,300	81,800	4,090.00
10	76,680	89,840	4,492.00

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Rate base 4 5

PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2001.04.01

INCREASE OF 2.5%

BUD CODE 96800: Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	\$23,920	\$27,140	\$1,357.00
2	\$27,960	\$34,080	\$1,704.00
3	\$30,750	\$37,440	\$1,872.00
4	\$34,440	\$41,930	\$2,096.50
5	\$36,270	\$45,330	\$2,266.50
6	\$40,980	\$51,210	\$2,560.50
7	\$46,710	\$58,380	\$2,919.00
8	\$53,480	\$66,850	\$3,342.50
9	\$61,240	\$76,730	\$3,836.50
10	\$71,930	\$84,270	\$4,213.50

AUTHORITY SIGNING DATE: April 11, 2001

PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2000.04.01

INCREASE OF 2.0%

BUD CODE 96800: Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	\$23,330	\$26,470	\$1,323.50
2	\$27,270	\$32,080	\$1,604.00
3	\$30,000	\$35,260	\$1,763.00
4	\$33,600	\$39,490	\$1,974.50
5	\$35,380	\$44,220	\$2,211.00
6	\$39,980	\$49,960	\$2,498.00
7	\$45,570	\$56,950	\$2,847.50
8	\$52,170	\$65,210	\$3,260.50
9	\$59,740	\$74,850	\$3,742.50
10	\$70,170	\$82,210	\$4,110.50

AUTHORITY SIGNING DATE: JULY 4, 2000

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE 2000-04-01

INCREASE OF 2%

LEVEL 1 TO 10 INCLUSIVELY

Authority Signing Date: July 4th, 2000

<u>LEVEL</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
1	23,330	26,470
2	27,278	32,080
3	30,000	35,260
4	33,600	39,490
5	35,380	44,020
6	39,980	49,960
7	45,570	56,950
8	52,170	65,210
9	59,740	74,850
10	70,170	82,210

PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 2000.04.01

INCREASE OF 2.0%

BUD CODE 96800: Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	\$23,330	\$26,470	\$1,323.50
2	\$27,270	\$33,242	\$1,662.10
3	\$30,000	\$36,519	\$1,825.95
4	\$33,600	\$40,900	\$2,045.00
5	\$35,380	\$44,220	\$2,211.00
6	\$39,980	\$49,960	\$2,498.00
7	\$45,570	\$56,950	\$2,847.50
8	\$52,170	\$65,210	\$3,260.50
9	\$59,740	\$74,850	\$3,742.50
10	\$70,170	\$82,210	\$4,110.50

**NEW
MAX**

AUTHORITY SIGNING DATE: JULY 4, 2000

Johanne Hébert 11654

PAY RATES BY LEVELS - MINIMUM / MAXIMUM
FOR NON-UNIONIZED EMPLOYEES

EFFECTIVE 1999.04.01

INCREASE OF 2.5%

BUD CODE 96800: Level 01 to 10 inclusively

LEVEL	MINIMUM	MAXIMUM	5%
1	\$22,870	\$25,950	\$1,297.50
2	\$26,730	\$31,450	\$1,572.50
3	\$29,410	\$34,560	\$1,728.00
4	\$32,940	\$38,710	\$1,935.50
5	\$34,680	\$43,350	\$2,167.50
6	\$39,190	\$48,980	\$2,449.00
7	\$44,670	\$55,830	\$2,791.50
8	\$51,140	\$63,930	\$3,196.50
9	\$58,560	\$73,380	\$3,669.00
10	\$68,790	\$80,590	\$4,029.50

AUTHORITY SIGNING DATE: FEBRUARY 23, 1999

Multiple Salary Adjustments

4.4 When two or more pay adjustments are authorized with the same effective date, the sequence of processing is: pay increments first, salary revisions second, and promotions/transfers/demotions last.

Signed 23-2-99

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE 1999-04-01

INCREASE OF 2.5%

BUD CODE 96800 LEVEL 1 TO 10 INCLUSIVELY

BUD CODE 96900 LEVEL 11 TO 15 INCLUSIVELY

<u>LEVEL</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>5%</u>
1	22,870	25,950	1,297.50
2	26,750	31,450	1,572.50
3	29,410	34,560	1,728.00
4	32,940	38,710	1,935.50
5	34,680	43,350	2,107.50
6	39,190	48,580	2,449.00
7	44,670	55,830	2,791.50
8	51,140	63,930	3,196.50
9	58,560	73,380	3,669.00
10	68,790	80,590	4,029.50

PROCESSED UNDER THE
PROVISIONS OF THE PRIVACY ACT AND/OR
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« RÉVISÉ EN VERTU DE LA LOI SUR LA
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Signed
17-2-98

**PAY RATES BY LEVELS - MINIMUM/MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

EFFECTIVE 1997-04-01

INCREASE OF 2.85 %

BUD CODE 96800 LEVEL 1 TO 10 INCLUSIVELY

BUD CODE 96900 LEVEL 10 TO 15 INCLUSIVELY

LEVEL	MINIMUM	MAXIMUM	5%
1	21,760	24,690	1,234.50
2	25,430	29,930	1,496.50
3	27,990	32,880	1,644.00
4	31,340	36,830	1,841.50
5	33,000	41,250	2,062.50
6	37,290	46,610	2,330.50
7	42,510	53,130	2,656.50
8	48,670	60,840	3,042.00
9	55,730	69,840	3,492.00
10	65,470	76,700	3,835.00
11	73,520	86,450	4,322.50
12	81,570	95,860	4,793.00
13	90,200	106,040	
14	101,520	119,210	
15	112,730	132,580	

REVISION

Round to nearest \$10.00 (up)

ANNUAL INCREASE

Round to nearest \$1.00

PROMOTION/ACTING PAY

Round to nearest \$100.00 (up)

XB
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 8-9-92
 NON-unionized
 1-4-92
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**PAY RATES BY LEVELS - MINIMUM\MAXIMUM
FOR NON-UNIONIZED EMPLOYEES**

LEVEL	FROM	TO	5%
1	\$21,150.00	\$24,000.00	\$1,200.00
2	\$24,723.00	\$29,100.00	\$1,455.00
3	\$27,206.00	\$31,968.00	\$1,598.40
4	\$30,471.00	\$35,804.00	\$1,790.20
5	\$32,080.00	\$40,100.00	\$2,005.00
6	\$36,251.00	\$45,313.00	\$2,265.65
7	\$41,326.00	\$51,657.00	\$2,582.85
8	\$47,318.00	\$59,148.00	\$2,957.40
9	\$54,180.00	\$67,900.00	\$3,395.00
10	\$63,654.00	\$74,572.00	\$3,728.60
11	\$71,482.00	\$84,048.00	\$4,202.40
12	\$79,300.00	\$93,200.00	\$4,660.00
13	\$87,100.00	\$103,100.00	\$5,155.00
14	\$98,700.00	\$115,900.00	\$5,795.00
15	\$109,600.00	\$128,900.00	\$6,445.00

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2015

.50 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
EX-01	\$106,900	\$125,700	\$6,285
EX-02	\$119,600	\$140,700	\$7,035
EX-03	\$133,900	\$157,500	\$7,875
EX-04	\$153,600	\$180,600	\$9,030
EX-05	\$172,200	\$202,500	\$10,125

Authority Signing Date: June 18, 2015

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2014

.50 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
EX-01	\$106,300	\$125,000	\$6,250
EX-02	\$119,000	\$140,000	\$7,000
EX-03	\$133,200	\$156,700	\$7,835
EX-04	\$152,800	\$179,700	\$8,985
EX-05	\$171,200	\$201,400	\$10,070

Authority Signing Date: June 18, 2015

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2013

1.0 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
EX-01	\$105,700	\$124,300	\$6,215
EX-02	\$118,500	\$139,300	\$6,965
EX-03	\$132,600	\$155,900	\$7,795
EX-04	\$152,000	\$178,800	\$8,940
EX-05	\$170,300	\$200,300	\$10,015

Authority Signing Date: November 21, 2013

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2012

1.5 %

EX-01 to EX-05

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum
EX-01 (CS-11)	**\$104,600	\$123,000 6150
EX-02 (CS-12)	**\$117,300	\$137,900 6895
EX-03 (CS-13)	\$131,200	\$154,300 7715
EX-04 (CS-14)	\$150,500	\$177,000 8850
EX-05 (CS-15)	**\$168,600	\$198,300 9915

Date of signature: July 29, 2011

****Salary Scale amended March 2012**

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2012

1.5 %

EX-01 to EX-05

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5 %
EX-01	**\$104,600	\$123,000	\$6,150
EX-02	**\$117,300	\$137,900	\$6,895
EX-03	\$131,200	\$154,300	\$7,715
EX-04	\$150,500	\$177,000	\$8,850
EX-05	**\$168,600	\$198,300	\$9,915

Date of signature: July 29, 2011

****Salary Scale amended March 2012**

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2012

1.5 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$104,500	\$123,000	\$6,150.00
12	\$117,400	\$137,900	\$6,895.00
13	\$131,200	\$154,300	\$7,715.00
14	\$150,500	\$177,000	\$8,850.00
15	\$168,500	\$198,300	\$9,915.00

Date of signature: July 29, 2011

"PROCESSED UNDER THE
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"RÉVISÉ EN VERTU DE LA LOI SUR LA
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MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2011

1.75 %

EX-01 to EX-05

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum
EX-01 (CS-11)	**\$103,000	\$121,100
EX-02 (CS-12)	**\$115,500	\$135,800 6790
EX-03 (CS-13)	\$129,200	\$152,000
EX-04 (CS-14)	\$148,200	\$174,300
EX-05 (CS-15)	** \$166,100	\$195,300

Date of signature: July 29, 2011

****Salary Scale Amended March 2012**

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2011

1.75 %

EX-01 to EX-05

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5 %
EX-01	**\$103,000	\$121,100	\$6,055
EX-02	**\$115,500	\$135,800	\$6,790
EX-03	\$129,200	\$152,000	\$7,600
EX-04	\$148,200	\$174,300	\$8,715
EX-05	** \$166,100	\$195,300	\$9,765

Date of signature: July 29, 2011

****Salary Scale Amended March 2012**

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2011

1.75 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$102,900	\$121,100	\$6,055.00
12	\$115,300	\$135,800	\$6,790.00
13	\$129,200	\$152,000	\$7,600.00
14	\$148,200	\$174,300	\$8,715.00
15	\$166,000	\$195,300	\$9,765.00

Date of signature: July 29, 2011

"PROCESSED UNDER THE
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MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2010

1.5 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$101,100	\$119,000	\$5,950.00
12	\$113,300	\$133,400	\$6,670.00
13	\$126,900	\$149,300	\$7,465.00
14	\$145,600	\$171,300	\$8,565.00
15	\$163,100	\$191,900	\$9,595.00

Date of signature: June 15, 2009

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2009

1.5 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$ 99,600	\$117,200	\$5,860.00
12	\$111,600	\$131,400	\$6,570.00
13	\$124,900	\$147,000	\$7,350.00
14	\$143,300	\$168,700	\$8,435.00
15	\$160,600	\$189,000	\$9,450.00

Date of signature: June 15, 2009

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2008

2 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$ 98,000	\$115,400	\$5,770
12	\$109,900	\$129,400	\$6,470
13	\$123,000	\$144,800	\$7,240
14	\$141,200	\$166,200	\$8,310
15	\$158,200	\$186,200	\$9,310

Date of signature: May 8, 2008

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2007

2.1 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$ 96,100	\$113,100	\$5,655
12	\$107,700	\$126,800	\$6,340
13	\$120,600	\$141,900	\$7,095
14	\$138,400	\$162,900	\$8,145
15	\$155,100	\$182,500	\$9,125

Date of signature: June 21, 2007

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2006

2.5 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum
11	\$ 94,000	\$110,700
12	\$105,400	\$124,100
13	\$118,000	\$138,900
14	\$135,500	\$159,500
15	\$151,800	\$178,700

Date of signature: July 14, 2006

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2005

3.0 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$ 91,800	\$108,000	\$5,400
12	\$102,800	\$121,000	\$6,050
13	\$115,100	\$135,500	\$6,775
14	\$132,200	\$155,600	\$7,780
15	\$148,100	\$174,300	\$8,715

Date of signature: June 29, 2005

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2005

3.0 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum
11	\$ 91,800	\$108,000
12	\$102,800	\$121,000
13	\$115,100	\$135,500
14	\$132,200	\$155,600
15	\$148,100	\$174,300

Date of signature: June 29, 2005

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2004

2.5 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum	5%
11	\$ 89,000	\$104,800	5240
12	\$ 99,700	\$117,400	5870
13	\$111,700	\$131,500	6575
14	\$128,300	\$151,000	7550
15	\$143,800	\$169,200	8460

Date of signature: December 13, 2004

"PROCESSED UNDER THE
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2 "RÉVISÉ EN VERTU DE LA LOI SUR LA
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ET/OU DE LA LOI SUR L'ACCÈS À L'INFORMATION"

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2004

2.5 %

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

BUD 96900

Grade	Minimum	Maximum
11	\$ 89,000	\$104,800
12	\$ 99,700	\$117,400
13	\$111,700	\$131,500
14	\$128,300	\$151,000
15	\$143,800	\$169,200

Date of signature: December 13, 2004

"PROCESSED UNDER THE
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2.592

Bud 96900 42

Rate base 4

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2003

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

Grade	Minimum	Maximum	
11	\$ 86,800	\$102,200	5070
12	\$ 97,300	\$114,500	5110
13	\$108,900	\$128,200	5725
14	\$125,200	\$147,300	6410
15	\$140,200	\$165,000	7365
			8250

Date of signature: June 23, 2003

Should be 16

96900 42

"PROCESSED UNDER THE
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MANAGEMENT SALARY SCALES

2.3 % REVISION

EFFECTIVE APRIL 1, 2002

LEVELS 11 TO 15

MANAGEMENT LEVEL EMPLOYEES

BED 96900

Grade	Minimum	Maximum	5 %
11	\$84,700	\$99,700	\$4,985
12	\$94,900	\$111,700	\$5,585
13	\$106,200	\$125,000	\$6,250
14	\$122,100	\$143,700	\$7,185
15	\$136,700	\$160,900	\$8,045

Date of signature: August 9, 2002

"PROCESSED UNDER THE
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96900.

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2002

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

Grade	Minimum	Maximum
11	\$ 84,700	\$ 99,700
12	\$ 94,900	\$111,700
13	\$106,200	\$125,000
14	\$122,100	\$143,700
15	\$136,700	\$160,900

Date of signing : 09-August 2002.

"PROCESSED UNDER THE
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96900

3.1%

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2001

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

Grade	Minimum	Maximum	5% calculation
11	\$ 82,700	\$ 97,400	\$4,870
12	\$ 92,700	\$109,100	\$5,455
13	\$103,700	\$122,100	\$6,105
14	\$119,300	\$140,400	\$7,020
15	\$133,600	\$157,200	\$7,860

SALARY RANGE AUTHORITY SIGNING DATE: MARCH 20, 2002

AT RISK BONUS & PERFORMANCE PAY AUTHORITY SIGNING DATE:

26-04-2002

BUD CODE: 96900

3.1%

MANAGEMENT SALARY SCALES

EFFECTIVE APRIL 1, 2001

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

Grade	Minimum	Maximum	5% calculation
11	\$ 82,700	\$ 97,400	\$4,870
12	\$ 92,700	\$109,100	\$5,455
13	\$103,700	\$122,100	\$6,105
14	\$119,300	\$140,400	\$7,020
15	\$133,600	\$157,200	\$7,860

SALARY RANGE AUTHORITY SIGNING DATE: MARCH 20, 2002

AT RISK BONUS & PERFORMANCE PAY AUTHORITY SIGNING DATE:

BUD CODE: 96900

96900 - 2/10

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MANAGEMENT SALARY SCALES

Effective April 1, 2000

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES

GRADE	MINIMUM	MAXIMUM	5% CALCULATION
11	\$80,200	\$94,400	\$4,720
12	\$89,900	\$105,800	\$5,290
13	\$100,600	\$118,400	\$5,920
14	\$115,600	\$136,100	\$6,805
15	\$129,500	\$152,400	\$7,620

DATE OF AUTHORITY: January 9, 2001

"PROCESSED UNDER THE
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at risk bonus & performance pay
date of authority : 20-04-2001

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Date of authority : 2001/01/09

MANAGEMENT SALARY RANGES

Effective 2000-04-01

Levels 11 to 15

MANAGEMENT LEVEL EMPLOYEES EFFECTIVE DATE: 2000-04-01

GRADE	MINIMUM	MAXIMUM
11	\$80,200	\$94,400
12	\$89,900	\$105,800
13	\$100,600	\$118,400
14	\$115,600	\$136,100
15	\$129,500	\$152,400

5%
4,720
5,290
5,920

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MA below Max
MB at Max

MANAGEMENT SALARY RANGES EFFECTIVE 98-04-01

BUD CODE 96900

LEVELS 11 TO 15

LEVEL		MINIMUM	MAXIMUM
11	From:	63,654 (Level 10)	84,048
	To:	67,110	88,620
12	From:	79,300	93,200
	To:	83,610	98,260
13	From:	87,700	103,100
	To:	93,200	109,600
14	From:	98,700	115,900
	To:	107,100	126,000
15	From:	109,600	128,900
	To:	119,900	141,100

9.1 5%
98 4431
5%
4913
5480

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